

2023

**Tribal Consultation Report
Notice of Proposed Rulemaking: Improving Child Care
Access, Affordability, and Stability in the Child Care and
Development Fund (CCDF)**



Office of Child Care



**U.S. Department of Health and
Human Services**

**Administration for Children
and Families**

Office of Child Care

U.S. Department of Health and Human
Services
Administration for Children and Families
Office of Child Care

Tribal Consultation Report
September 5, 2023

Washington, D.C. 2021
Virtual

Acknowledgements

We extend our gratitude to the Tribal leaders and other Tribal contributors who participated in this Tribal Consultation meeting and whose input is contained in this report.

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Consultation Overview



Consultation Overview

Background

The Child Care and Development Fund (CCDF) is a block grant program provided to states, territories, and tribal governments with the dual goals of 1) supporting working families with low incomes by providing access to child care and 2) supporting the quality of child care for all children.

The Office of Child Care (OCC) establishes and oversees the implementation of child care policies, provides program guidance, and offers training and technical assistance to CCDF grantees. Working within the federal regulations and guidelines, tribes, states, and territories use CCDF funds to meet the child care needs of the children, families, and child care providers in their communities.

Consultation Opportunity

Tribal Leaders or their designated representatives were invited to join the Office of Child Care (OCC) for a virtual consultation regarding a notice of proposed rulemaking (NPRM) titled: Improving Child Care Access, Affordability, and Stability in the Child Care and Development Fund (CCDF). During this consultation, input and suggestions were gathered to inform proposed regulatory changes to the CCDF program. The consultation session covered the goals of the NPRM, including:

- To lower family costs for child care;
- To increase child care options for families;
- To strengthen payment practices to providers;
- To make program enrollment easier and faster for families; and
- To increase flexibility for Tribal construction.

The session started with a general overview of an NPRM, followed by in-depth discussion of the proposed rule and the potential implications for tribal CCDF grantees. Next, the session shared the estimated timeline for the NPRM, the procedure to submit comments, and additional resources. Attendees were also notified that OCC would be publishing a Request for Information (RFI) related to administering CCDF in Tribal Nations that would have a separate consultation. Most of the session allowed time for testimony from Tribal leaders, designees, and interested parties.

Session Logistics

The Office of Child Care (OCC) sent an invitation letter from Dr. Ruth Friedman, OCC Director, to Tribal Leaders of existing Tribal CCDF Lead Agencies informing them of the consultation opportunity and inviting them to participate virtually. The consultation session was held via webinar on July 20, 2023. OCC accepted written testimony and other comments for a period of 45 days following the consultation session, through August 19, 2023.

Dr. Friedman led the consultation session with support from Meryl Barofsky, Senior Child Care Program Specialist. Gale Spotted Tail, Tribal CCDF Program Director from the Rosebud Sioux Tribe, provided an opening prayer and Milton Bluehouse, Senior Advisor at the Administration for Children and Families, provided a closing blessing.

The OCC National Center on Tribal Child Care Capacity Building Center (TCBC) helped with the webinar and call logistics.

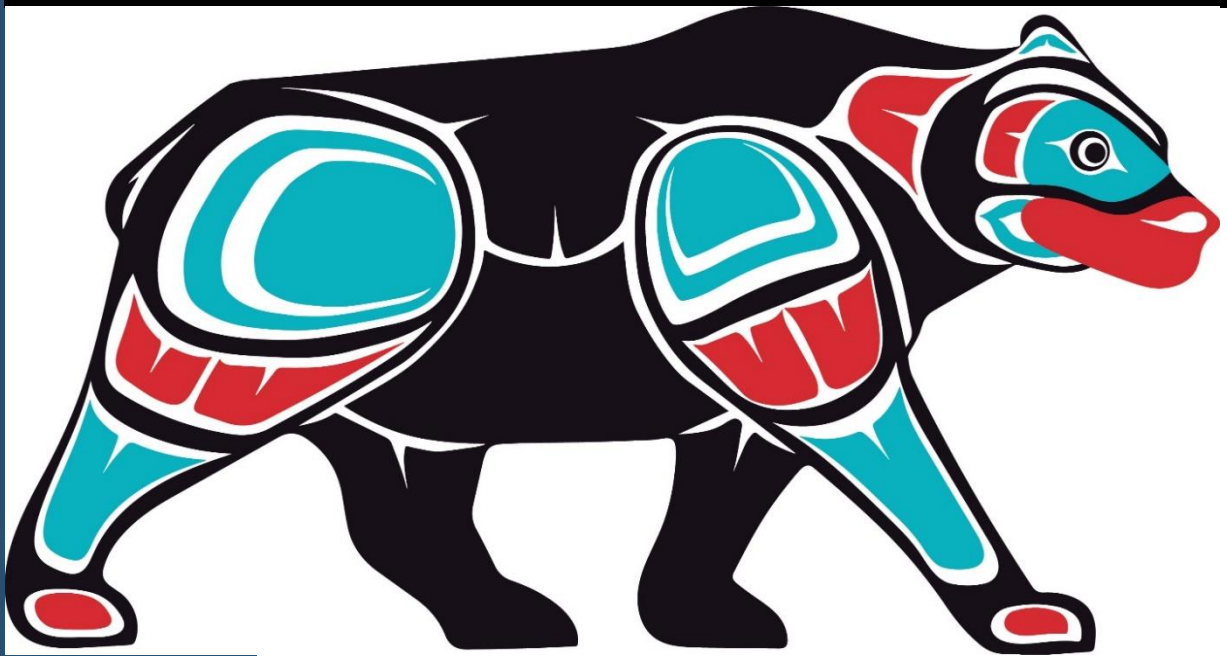
A full list of the participants can be found in the [Consultation Session Participants](#) section.

Consultation Summary

No Tribal Leaders and/or designees offered testimony during the session or submitted written testimony in the 30 days following the consultation. The testimony included in this report represents those of tribal CCDF administrators and interested parties.

Participants at the OCC's Tribal Consultation session were supportive of the proposed rules outlined in the NPRM. However, several participants mentioned some specific areas for OCC to consider. First participants asked for clarity on the timeline for implementation of the updated regulations in the Final Rule, including sharing instructions and providing technical assistance (TA) support well in advance of any changes. In addition, concerns were raised regarding the financial responsibility of Tribes when fraud and/or intentional program violation is identified. There were also specific requests in general for more TA, including specific support and TA for Tribal Lead Agencies that are part of consortia. Finally, there were requests for improved coordination between states, Tribes, and the federal government as well as an increase set aside for Tribal CCDF funding. This report provides a summary of the recommendations and other key points offered by consultation participants.

Tribal Questions and Comments



Meaningful Consultation with Sovereign Nations: Tribal Comments

Tribal Comments—Sorhna Li, Government Liaison, Scotts Valley Band of Pomo Indians:

We are a small allocation Tribe, and so many of these proposed regulations currently would not impact us. Of course, they would, should we ever have the opportunity to change our sizing. With that being said, I did want to commend ACF for looking at these issues and coming up with some alternatives, that's great. On their face at least, seem to be quite reactive and proactive to the issues at hand in Tribal child care. I'm grateful to hear that some of my colleagues will have access to waivers and things that we did, that we currently have, and work very well for us as a small allocation Tribe. The one concern that I wanted to bring to the forefront, and if it's in the NPRM, forgive me for missing it, is since we all just went through our child care plans, and those all have just effectively been approved here very recently, would the in the institution of these changes require amendments, to those plans? If so, what guidelines and timelines are going to be required in order for Tribes to meet these new requirements? I understand some of these are encouragements, but some of them appear to be requirements. Those timelines need to be, if they're not very well fleshed out in the NPRM, do need to be fleshed out with as much flexibility and timing available, because many of us run on very small administrative staff. Things that require us now to do amendments can be a bit burdensome and barriers to success. So, I wanted to bring that issue up, as well as in regard to the presumptive eligibility. I was grateful to hear that three months would be allowed, even if determined ineligible, because that was going to be my concern. The determination of fraud and intentional program violation, however, if those are found to be true, and the individual who committed those acts are not able to repay those dollars, does that become the responsibility of the Tribe? That again creates a barrier. Many of us do not have funding outside of our grants. And so, if we're at risk of having to pay something back, even for fraud or an intentional program violation, that does make the presumptive eligibility difficult to engage in, even though we may want to. We like the concept, and maybe it becomes a non-issue at some point, but it is a bit of a scary position at times, because obviously, if it's fraud and intentional program violations, those are hard to identify on the get-go, right? Those were just not necessarily, answers per say, looking for at this moment, because I appreciate the limited ability to respond to questions, but wanted to make sure that some of those thoughts were considered in the end result. Thank you for your time.

Tribal Questions/Comments—Deannah Neswood-Gishey, Navajo Nation:

Thank you for the opportunity. I'd like to also just do a quick introduction for Navajo Nation. We have the Executive Director Thomas Cody, who has joined us as well. My hand went up before his, so Director Cody, would you like to make any remarks before I provide some verbal testimony? Okay, I will go ahead and proceed. Thank you, Administration for Children and Families, Office of Child Care, providing and allowing Navajo Nation to provide some verbal comments in the four main areas lowering family costs for child care. The Navajo Nation focus has always been providing for child care for low-income families, and the reason that purpose had been to increase economic self-sufficiency, so the cost has always been a factor in obtaining child care. There have been numerous studies that examine the price of child care, such as co-payments and other fees, such as late fees, and so lowering the fee that allow families to have access for quality child care, one area that we looked at with lowering, the cost for the families. If the fees are too high, they go to unregulated care, and that could put a child at risk. This is where the Nation will provide written comments in this area as support the other area of improving payment rates and practices.

Again, we're looking at where families can receive a premium pay for child care, independent providers, so that they can have their needs met by possibly family care providers. Other independent providers, either in their home or in the home of the provider, which we currently have, right now we currently have over one hundred and forty independent providers on the Navajo Nation. So, this will really boost our recruitment so that families can go look for employment/training to boost their self-sufficiency as well. The other area, easier and faster program enrollment. The Navajo Nation, we would be supporting this area as well, because when we talk about the presumptive enrollment, this is an area that again, we have a team of case workers that can work with the family, and not be a hindrance to delay, waiting for documentation to come in. We are moving forward with other areas, and in this arena, as far as a case management database, so that we don't have to keep asking for same documents. One of my colleagues just made a comment regarding intentional program violation, presumptive enrollment. We do have a Tribal TANF program, also under ACF. They do have a good area of potential program violation procedures. They have investigators on staff. So, this is probably where we would be partnering with the sister program, such as our TANF program. Lastly, increasing flexibility for Tribal construction. I really like the new definition that is being proposed in the regulation, and looking at major renovation, having a threshold of \$250,000 for child care centers, because that seems to be an area that we struggle with internally. So, this I'm looking forward to the support of my other Tribal colleagues in this area as well. So, thank you for the opportunity to allow Navajo Nation to provide some comments. Thank you.

Tribal Questions/Comments—Deserea Quintana, Inter-Tribal Council of Nevada:

We will be submitting public comment information within the Tribes in the State of Nevada. However, with the proposed rulemaking, we would like to request consideration of an increase of the Tribal set aside and coordination between Tribal, state, and federal agencies, including additional technical assistance for the implementation of those policies. Also, we are requesting consideration of providing clear language on how consortia grantees would best implement these practices, including again, additional TA. As a multi-Tribal grantee, it is requested that that information is clear, and the guidance is provided. One tribe asked for timely release of child care counts instructions, ideally at least 6 months prior to the due date given the time involved to gather this information, check for accuracy, and avoid double counting.

Tribal Questions/Comments—Jennifer Rackliff, National Indian Child Care Association:

Hi, my name is Jennifer Rackliff. I am a member of the Cherokee Nation and the Executive Director for the National Indian Child Care Association. Thank you for hosting this consultation and for providing an opportunity for us to discuss this openly and prepare comments for the NPRM. NICCA as an organization will be submitting formal comments by the deadline. But I wanted to take this opportunity to echo Deserea's comments, because they are very apropos to what we are thinking for our response to this is that we need to make sure that these proposed rules have resources and support in terms of training and technical assistance and financial resources to be able to implement them.

There are some nuances about many of the situations of Tribes across the country about what will be the fiscal implications of many of these. We, in general and at first preliminary look, agree with many of the proposed changes. So, we're excited to potentially be supporting those and offer some further conversations around the construction thresholds and the construction modifications. We, I think that it's probably relevant that we need to make some changes to that, and we will be looking forward to, diving into that a little bit more deeply, and talking with Tribes across the country to figure out what does make the most sense in sort of reexamining what that looks like. So, thank you again, and we will be submitting formal comments.

Next Steps

This consultation report, including the testimony submitted by tribes, will be included as part of the administrative record of public comments received in response to the Office of Child Care's Notice of Proposed Rulemaking (NPRM) that was published in the Federal Register on July 13, 2023. The consultation report and testimony will also be posted on Regulations.gov as part of the public docket associated with this NPRM. The Office of Child Care will review this consultation report and testimony, along with other public comments received in response to the NPRM, and will publish responses to the consultation testimony as part of the preamble to the forthcoming Final Rule, which will be published in the Federal Register with an anticipated publication date of Spring 2024.

Tribal Consultation Invitation Letter



ADMINISTRATION FOR
CHILDREN & FAMILIES
330 C Street, S.W., Washington DC 20201 | www.acf.hhs.gov

June 16, 2023

Dear Tribal Leader:

The Administration for Children and Families Office of Child Care (OCC) will host a virtual tribal consultation meeting on **Thursday, July 20, 2023 at 1 p.m. EST/ 12 p.m. CST/ 10 a.m. PST/ 9 a.m. AKST** to discuss how some components of the Child Care and Development Fund impact Tribal Nations. During the consultation, OCC leadership will also be available to speak with tribal leaders to share office updates.

Register at this link: <https://www.zoomgov.com/meeting/register/vJlsduqhgzstGYpfRLYwE-L3TpvotSzXt4>

For questions about registration, inquiries about accessibility, or to request accommodation, please contact the Tribal Child Care Capacity Building Center at tcbc@mn-e.com or at 1-844-710-TCBC (8222).

Please be aware that OCC will also keep the testimony record open for 30 days after the date of the consultation. Written testimony may be submitted to the Office of Child Care at OCCtribal@acf.hhs.gov.

Should you have any questions about the consultation, please contact OCCtribal@acf.hhs.gov.

We look forward to working together to promote the early learning and development of Native children and family economic stability and well-being.

Sincerely,

Ruth Friedman, Ph.D.
Director
Office of Child Care

Glossary of Key Terms

Administration for Children and Families (ACF): All the offices that make up the organization of ACF – for example: Office of Child Care; Office of Community Services; Office of Family Assistance; Office of Head Start; etc. The acronyms "ACF" and "ACF program offices" are used interchangeably.

Child Care and Development Fund (CCDF): Consolidated entitlement and discretionary child care funding program created in 1996 as a result of the Personal Responsibility and Work Opportunity Reconciliation Act. CCDF consists of discretionary funds authorized by the Child Care and Development Block Grant Act and entitlement (or mandatory and matching) funds provided by the Social Security Act. (Note: CCDF is the regulatory term; this language is not directly found in the statutes.)

Consultation: An enhanced form of communication, which emphasizes trust, respect, and shared responsibility. It is an open and free exchange of information and opinion among parties, which leads to mutual understanding and comprehension. Consultation is integral to a deliberative process, which results in effective collaboration and informed decision-making with the ultimate goal of reaching consensus on issues.

Consultation Session Participants

These tables list those participants who registered for the consultation session. The registered participants are broken down by the following categories: Tribal Participants and Other Interested Parties, Federal Participants, and Technical Assistance and Support Staff.

Tribal Participants and Other Interested Parties

| First Name | Last Name | Job Title | Tribe/Tribal Organization/Other |
|------------|-------------|--|--|
| Juan Rey | Abeita | 2nd Lt. Governor | Pueblo of Isleta |
| Charles | Adkins | Legislative Policy Analyst | The Tulalip Tribes |
| Doreen | Aguino | CCDF Program Interim Director | Eight Northern Indian Pueblos Council Inc CCDF |
| Amber | Allen | FSST Tribal Child Care Program Assistant | Flandreau Santee Sioux Tribe |
| Margaret | Altvater | CCDF Administrator | Passamaquoddy Tribe - Pleasant Point |
| Claudia | Alvarenga | Program Associate | |
| Julia | Anderson | CCDF Manager | Muckleshoot Indian Tribe |
| Vicki | Anderson | Tribal CCDF Administrator | Flandreau Santee Sioux Tribe Child Care Program |
| Jeremy | Arnette | | Citizen Potawatomi Nation |
| Anayeeli | Avila | Day Care Director | Cocopah Day Care |
| Trista | Ayers | Assistant Director of Education | White Earth Nation |
| Alice | Bagoyo | | Central Council of Tlingit and Haida Indian Tribes |
| Diana | Baker | CCDF Director | Shawnee Tribe |
| Debi | Baldwin | ECE Consultant for Kawerak Inc. | Kawerak, Inc. |
| Leslie | Bark | Program Analyst | United Keetoowah Band - Henry Lee Doublehead CDC |
| Tino | Batt | Deputy Executive Director | Shoshone Bannock Tribes |
| Silwonnie | Battise | Director Assistant | Alabama-Coushatta Tribe of Texas |
| Kaleigh | Battershell | CCDF Program Intake Specialist | United Keetoowah Band Henry Lee Doublehead CDC |

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|----------|-----------------|--|---|
| Rhea | Bearcomesout | Director | Northern Cheyenne Child Care Program |
| Jonna | Beartrack | Director | Kiowa Tribe Child Care |
| Shelby | Brueck | | Nottawaseppi Huron Band of Potawatomi |
| Ashlee | Buckley | Financial Grant Specialist | Catawba Indian Nation |
| Grace | Bush | Consultant | Greenville Rancheria |
| Tiffany | Calabaza | Program Director | Santo Domingo Pueblo |
| Helen | Campbell | Education Program Manager | Chickasaw Nation |
| Sinai | Carrillo | Program Manager | Winnebago Tribe |
| Tewana | Cervantes | Contractor-Grants Professional | Campo Band of Mission Indians |
| Emily | Chavis | Policy Analyst at The Hunt Institute | Lumbee Tribe |
| Christi | Clinton | Program Manager | Chickasaw Nation |
| Ro'Jera | Coby-Yazzie | Child Care Administrative Assistant | Shoshone-Bannock Tribe |
| Thomas | Cody | Executive Director | Navajo Division of Social Services |
| Onaleece | Colegrove | Executive Director, Hoopa Tribal Education Association | Hoopa Valley Tribe |
| Terri | Conn | Job Counselor | Community Resource Center |
| Melinda | Corey | Outreach Specialist | Help Me Grow Maine |
| Jannan | Cotto | | First Children's Finance |
| Arlo | Crutcher | Tribal Chairman | Fort McDermitt |
| Debora | Cuero | Director | Campo Band of Mission Indians-Campo 7 Consortia |
| Pauline | Davis | 477 Coordinator | Eastern Shoshone Tribe 477 Program |
| Edwin | Daye | Parent, Father Mentor | Patrons Hands for Dads |
| Mary | Descheeny-Reyna | Senior Programs & Projects Specialist | Navajo Nation - Division of Social Services |
| Ashli | Dill | Administrative Officer | Cherokee Nation Child Care and Development |

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|-----------|-----------|---------------------------------|---|
| Deborah | Dotson | President | Delaware Nation |
| Rebecca | Dunn | | State Government |
| Nathan | Elliott | Secretary of Education | Chickasaw Nation |
| Garvin | Federenko | President & CEO | Bristol Bay Native Association |
| Garvin | Federenko | President & CEO | Bristol Bay Native Association |
| Chelce | Finch | Director | Seneca Arts and Learning Center |
| Yvonda | Fixico | Social Service Director | Thlopthlocco Tribal Town |
| Crystal | Fowler | FACE Manager | Parents as Teachers National Center |
| Clayton | Freeman | Child Care Coordinator | Pinoleville Pomo Nation |
| Jeanne | Fridolfs | LPC Coordinator | Napa County Office of Education |
| Mekyla | Fryberg | Grants Manager | Tulalip Tribes |
| Sheryl | Fryberg | Director | Tulalip Tribes |
| Charlene | Gambler | Director | Alabama-Quassarte Tribal Town |
| Diana | Gates | Senior Managing Consultant | Mathematica |
| Joan | Geardino | CCDF Administrative Assistant | Ponca Tribe of Nebraska |
| Alison | Gee | | Parents as Teachers |
| Brittany | Grear | Public Health Analyst | |
| Hugo | Guerra | Administrative Program Analyst | Pascua Yaqui Tribe |
| Ruby | Gurneau | Child Care Director | Red Lake Band of Chippewa Indians |
| Renee | Gurtler | Grants Manager | Eastern Band of Cherokee Indians |
| Kim | Hair | CCDF Manager | United Keetoowah Band of Cherokees CCDF Program |
| Rita | Hall | Controller - Federal Accounting | Porach Band Creek Indians |
| Taijha | Harden | | First Children's Finance |
| Elizabeth | Harris | Tribal Administrator | Catawba Indian Nation |
| jessica | Harstad | Child Care Specialist | White Earth Child Care |

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|-------------|-------------|---|---|
| Heather | Hawk | ED | Early Childhood Council of La Plata County |
| Sue | Heisler | Director of White Earth Child Care | White Earth Child Care/Early Childhood Programs |
| Roberto | Henry | | |
| Melody | Herne | Salt River Schools Superintendent/Director of Education | Salt River Pima Maricopa Indian Community |
| Jennifer | Holding | Director of Child Care and Development Services | Osage Nation |
| Jeanne | Holifield | Program Manager | Southcentral Foundation |
| Christopher | Humphries | Director of Education | Catawba Indian Nation |
| Tanya | Hutton | Program Manager | National Indian Child Care Association |
| Danena | Ike | Elko Band Council Tribal Chairwoman | Elko Band Council |
| Penney | James | Human Services Director | Yakutat Tlingit Tribe |
| Tammy | Jeanotte | Provider Registrar Supervisor | Turtle Mountain Tribal Child Care Program |
| Amanda | Johnson | Executive Director of Education | Choctaw Nation of Oklahoma |
| Baylee | Johnson | Executive Assistant II | Chickasaw Nation |
| Verna | Johnson | Project Manager | Inter-Tribal Council of Arizona |
| Laketha | Jordan | Employment & Training Program Manager | Colville Confederated Tribes |
| Jolynn | Kaiser | Director of Early Childhood | Peoria Tribe |
| Karyn | Kameroff | Human Services Director | Cowlitz Indian Tribe |
| Michelle | Key | Executive Officer | Chickasaw Nation |
| Doraann | Kozevnikoff | Tribal Administrator | Akiak Native Community |
| Angela | Lambert | Senior Director Health & Human Services | Seminole Tribe of Florida |
| Andrea | LeBeau | CCDF Coordinator | Fort McDowell Yavapai Nation |
| Sorhna | Li | Government Liaison | Scotts Valley Band of Pomo Indians |
| Angela | Librado | Workforce Development Director | Native Village of Barrow |

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|-------------------|----------------|---|---|
| Marlinda | Littleman | Deputy Division Director | Navajo Nation |
| Gwen | Littleton | Neighborhood Leader | Family Connection Community in School |
| Judy | Livingston | Education Specialist | |
| Randi | Lone Eagle | Chairwoman | Summit Lake Paiute Tribe |
| Ana | Lopez | | |
| Brandi | M Vizcarra | CCDF Director | Inter-Tribal Council of Nevada |
| Sandra | Manuel | Director | Chickasaw Nation |
| Darlene | Marsh | Data Analyst | Cloverdale Rancheria |
| Wayne | Martinez | Lt. Governor | Pueblo de San Ildefonso |
| Tiffany | Martinson | | Tribal Organization |
| Marla | Mayfield | Child Care Coordinator | |
| Richard M Mcduffe | Mcduffe | Fiscal Operations Administrator | Seminole Tribe of Florida |
| Abdeljalil | Mekkaoui | Director Office CDP | Justice |
| Mariah | Meyerholz | Government Affairs and Community Development Specialist | National Indian Child Welfare Association |
| Lisa | Milliken | Grants and Contracts Compliance Analyst | Poarch Band of Creek Indians |
| Wylma | Minkkinen | Licensing Lead | Fond du Lac Reservation |
| Yalonda | Misiaszek | Manager Social Services | Colville Confederated Tribes |
| Amanda | Montgomery | Family Services Director | Poarch Creek Indians |
| Leah | Muasau | Tribal Contracts Manager | WA/DSHS - Indian Policy |
| Jessica | Mullin | Council Member | Modoc Nation |
| Kim | Nall | Executive Director | Tribal Child Care Association of California |
| Glenda | Nelson | Tribal Chair | Enterprise Rancheria |
| Deannah | Neswood-Gishey | Department Manager III | Navajo Department of Child Care & Development |
| Melissa | Nuthals | | Oneida Nation |
| Charlene | O'Brien | | Child and Family Resources |
| Ashly Marie | Osborne | Project Director | Moapa Band of Paiutes |
| William | Osceola | Tribal Secretary | Miccosukee Tribe |

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|-----------|--------------------|--|--|
| Priscilla | Peshlakai | Family/Community Engagement Coordinator | Ramah Navajo Head Start |
| Eva | Petoskey | Training and TA Manager - Native American Programs | Grand Traverse Band of Ottawa and Chippewa Indians |
| Sylvia | Pitner | Social Services Director | Delaware Nation |
| Monica | Pizano | Administrative Assistant | Lumbee |
| Jennifer | Poncho | Daycare Director | Alabama-Coushatta Tribe of Texas |
| Stephanie | Pospisil | Social Services Director | Ponca Tribe of Nebraska |
| Stefanie | Poupart | Program Manager | Little Dreams Tribal Daycare |
| Deserea | Quintana | Executive Director | Inter-Tribal Council of Nevada |
| Jennifer | Rackliff | | National Indian Child Care Association |
| Jessie | Radcliff Islas | Daycare Director | Greenville Rancheria |
| Valentina | Redhorse | Administrative Assistant | Navajo Nation Division of Social Services - Executive Administration Section |
| Bonita | Rhymer | CCDF Administrator | Ho Chunk Nation |
| Lisa | Rieger | Consultant | Cook Inlet Tribal Council |
| Felisia | Roberson | Provider/Owner | Family Child Care Home |
| Donna | Rodriguez | | Enterprise Rancheria |
| Augustine | Romero | Curriculum Coordinator | Pascua Yaqui Tribe |
| Thomasine | RoughFace-Arkeketa | CCDF Child Care Director | Ponca Tribe of Oklahoma |
| Tatum | Sallee | Child Development Director | Chickasaw Nation |
| Sarah | Sand | Education, Child Care, and Library Services Director | Bear River Band of Rohnerville Rancheria |
| Bettina | Sandoval | Education Director | Taos Pueblo |
| Heather | Schaefer | | Kenaitze Indian Tribe |
| Ashley | Scott | Project Liaison | Chickasaw Nation |
| Suada | Sergio | | |
| Emily | Shield | Program Assistant | Seneca-Cayuga Nation |
| Nicki | Shije | | Pueblo of Zia |

| | | | |
|-------------------|--------------|---|--|
| Gloria | Shirt | Case Manager/Trainer | Blackfeet Nation |
| Anna | Silvas | Director, Department of Tribal Empowerment | Ysleta del Sur Pueblo |
| Andrea | Smiley | Director of Workforce & Social Services / Co-Chair P.L. 102-477 Tribal Work Group | Citizen Potawatomi Nation |
| Delia | Smith | Community Resource and Economic Support Director | Oneida Nation of Wisconsin |
| Germain | Smith | | Shinnecock Nation |
| Tina | Smith | Manager, CCR&R | Cherokee Nation CCR&R |
| Serrell | Smokey | Chairman | Washoe Tribe of Nevada and California |
| Vanninnia "Kandi" | Sock | Community Support Services Director | Mi'kmaq Nation |
| Gale | Spotted Tail | Program Director | Rosebud Sioux Tribe |
| Kevin | Stark | Social Services Manager | Kalispel |
| Justina | Stewart | Evaluation Specialist | Navajo Nation |
| Kim | Stone | Policy Analyst | Cook Inlet Tribal Council |
| Teri | Stringer | Senior Manager | National Indian Head Start Directors Association |
| Brittany | Suralta | Senior Director | Cook Inlet Tribal Council |
| Donna | Swallows | Tribal Council | Grand Traverse Band of Ottawa & Chippewa Indians |
| Ruth | Swaney | Budget Director | Confederated Salish and Kootenai Tribes |
| Ophelia | Tewawina | Child Care Manager | Yavapai-Apache Nation |
| Philana | Thinn | Program Manager | Gila River Indian Community |
| Jacob | Timmons | Division Administrator | Aleutian Pribilof Islands Association |
| Bridget | Tobey | Child Care Subsidy Manager | Cherokee Nation |
| Marland | Toyekoyah | Tribal Administrator | Apache Tribe of Oklahoma |
| Bridie | Trainor | Child Care Program Director | Kawerak, Inc. |

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|-----------|------------|------------------------------------|---|
| Rosa | Turner | Chief | Rushmere Community Development Corporation dba Mathomank Village Tribe/ Quiyoughcohannock and Warraskoyack Tribes/Q-Hanick Ent. |
| Bobbie Jo | Van Sickle | Project Assistant - Tribal Liaison | State of Alaska - Child Care Program Office |
| Edward | Washines | Deputy Director | Confederated Tribes & Bands of the Yakama Nation |
| Marsha | White | Manager | Cherokee Nation |
| BrieAnne | Whitehair | Youth Services Facilitator | Seton House |
| Tammy | Wickstrom | | Mille Lacs Band of Ojibwe-Aanibimaadizing |
| Lynn | Wiggins | Child Care Program Coordinator | Bad River Tribe |
| Lynn | Wiggins | | Bad River Tribe |
| Denise | Williams | Educational Director | Shinnecock Nation |
| Sheila | Yarbrough | Teacher | Clayton County Headstart |
| Julie | Yupe | | Confederated Tribes of Goshute Reservation |
| Andrea | Zabel | Quality Measurement Specialist | Maryland EXCELS |
| Louise | Zanders | Owner | Val's Sharing and Caring |

Federal Participants

| First Name | Last Name | Job Title | Tribe/Tribal Organization/Other |
|------------|------------|---|---------------------------------------|
| Christell | Askew | Child Care Program Specialist | Office of Child Care |
| Meryl | Barofsky | Senior Tribal Specialist | Office of Child Care |
| Noelle | Bee | Child Care Program Specialist | Office of Child Care |
| Moushumi | Beltangady | Director, Tribal Early Childhood Division | Office of Early Childhood Development |
| Chloe | Binczyk | Data and Research Analyst | Office of Child Care |
| Joey | Bishop | Regional Program Specialist | Office of Child Care |

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|------------|---------------|--------------------------------------|---|
| Patti | Boulanger | Child Care Program Specialist | Office of Child Care |
| Lalita | Boykin | Child Care Program Specialist | Office of Child Care |
| Tasha | Brown | Child Care Program Specialist | Office of Child Care |
| Agda | Burchard | Regional Program Manager | Office of Child Care |
| Megan | Campbell | Policy Supervisor | Office of Child Care |
| Stacy | Cassell | Child Care Program Specialist | Office of Child Care |
| Carly | Champagne | SRCD Fellow | Office of Child Care |
| Tammy | Charles | Regional Program Specialist | Office of Child Care |
| DaQuan-Lee | Cook | Child Care Program Specialist | Office of Child Care |
| Deborah | Daniels | Child Care Program Specialist | Office of Child Care |
| Melissa | Davis | Child Care Program Specialist | Office of Child Care |
| Lyana | Delgado | | Health Resources Services Administration |
| Carl | Eggleston | Child Care Program Specialist | Office of Child Care |
| Sandra | Espinel | Grantee Specialist | Other |
| Lionel | Espinoza | Child Care Program Specialist | Office of Child Care |
| Dina | Evans | Child Care Program Specialist | Office of Child Care |
| Adie | Fatur | Child Care Program Specialist | Office of Child Care |
| Lisa | Fergus | Senior Tribal Program Specialist | Office of Child Care |
| Ruth | Friedman | Director Office of Child Care | Office of Child Care |
| Kurt | Gee | Child Care Program Specialist | Office of Child Care |
| Trina | Gillam | Child Care Program Specialist | Office of Child Care |
| Sharia | Hall | | Office of Head Start |
| Doris | Hallford | Regional Program Manager | Office of Child Care |
| Zenia | Haynes | Child Care Program Specialist | Office of Child Care |
| Lisa | Humphrey | Child Care Program Specialist | Office of Child Care |
| Christine | Johnson-Staub | Senior Child Care Program Specialist | Office of Child Care |
| Gwendolyn | Jones | Regional Program Manager | Office of Child Care |
| Karen | Knoll-Moran | Regional Program Manager | Office of Child Care |
| Morgan | Kolarich | Child Care Program Specialist | Office of Child Care |
| Michael | Kulbida | Child Care Program Specialist | Office of Child Care |
| Shonda | Laurel | Regional Program Manager | Office of Child Care |

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| Joshua | Lee | Child Care Program Specialist | Office of Child Care |
| Frances | Martinez Pedraza | Child Care Program Specialist | Office of Child Care |
| Jessica | McKinnon | Program Specialist | |
| Rachel | McKinnon | Child Care Policy Specialist | Office of Child Care |
| Angelica | Montoya-Avila | Child Care Program Specialist | Office of Child Care |
| Marisa | Morin | Child Care Program Specialist | Office of Child Care |
| Luanda | Morris | Child Care Program Specialist | Office of Child Care |
| Casandra | Moses | Child Care Program Specialist | Office of Child Care |
| Audrey | Neuhaus | Child Care Program Specialist | Office of Child Care |
| Paul | Noski | Regional Program Manager | Office of Child Care |
| Courtenay | O'Connor | Child Care Program Specialist | Office of Child Care |
| Shannon | O'Neill | | Office of Special Education Programs |
| Mary Beth | Phillips | Child Care Program Specialist | Office of Child Care |
| Julie | Poppe | Child Care Program Specialist | Office of Child Care |
| Maggie | Quinn | Associate Deputy Director | Office of Child Care |
| Dawn | Ramsburg | Division Director | Office of Child Care |
| Gretchen | Rauch-Herron | Child Care Program Specialist | Office of Child Care |
| Melissa | Riegel-Garrett | Child Care Program Specialist | Office of Child Care |
| Shireen | Riley | Regional Program Manager | Office of Child Care |
| Tressa | Roecker | Acting Regional Program Manager | Office of Child Care |
| Rebecca | Shaw | Child Care Program Specialist | Office of Child Care |
| Sarah | Stafford | Senior Tribal Specialist | Office of Child Care |
| Amy | Stevens | Child Care Program Specialist | Office of Child Care |
| Idania | Thomas | Child Care Program Specialist | Office of Child Care |
| Anne-Marie | Twohie | Deputy Director Office of Child Care | Office of Child Care |
| Cynthia | Walker | Head Start Program Specialist | Office of Head Start |
| Tina | Warren | Regional Program Manager | Office of Child Care |
| Pete | Weldy | Regional Administrator | HHS/ACF |
| Margaret | West | Public Health Advisor | Federal Partner |
| Andrew | Williams | Division Director | Office of Child Care |
| Francesca | Wolf | Child Care Program Specialist | Office of Child Care |

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| Allison | Zindl | Child Care Program Specialist | Office of Child Care |
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Technical Assistance and Support Staff

| First Name | Last Name | Job Title | Tribe/Tribal Organization/Other |
|------------|--------------|--|--|
| Melissa | A Madrid | TA Specialist | N/A |
| Gabriella | Alvarez | TA Specialist | Tribal Child Care |
| Teresa | Campbell | Training and Resource Development Specialist | MEES |
| Janet | Feil | | N/A |
| Ruth | Hernandez | | ICF |
| Shyreeta | Hicks | | NA |
| Safia | Jamil | Training and Resource Development Specialist | Tribal Child Care Capacity Building Center |
| Ashleigh | Largo | TCBC Regional TA Specialist | Tribal Child Care Capacity Building Center |
| Jenifer | Lipman | Health and Safety Subject Matter Expert | National Center on Health, Behavioral Health, and Safety |
| Kimber | Olson | Tribal SME Health and Safety | Tribal Child Care Capacity Building Center |
| Tricia | Peoples | Tribal SME EPDRR | Tribal Child Care Capacity Building Center |
| Melody | Redbird-Post | Project Director | Tribal Child Care Capacity Building Center |
| Reyna | Reynosa | TA Specialist | Tribal Child Care Capacity Building Center |
| Carrie | Stansberry | Tribal Technical Assistance Specialist | Tribal Child Care Capacity Building Center |
| Stacey | Schaff | Training and Resource Development Specialist | |
| Char | Schank | Deputy Project Director | Tribal Child Care Capacity Building Center |
| Violet | Yeaton | TA Specialist | Tribal Child Care Capacity Building Center |